



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: August 26, 2010

TO: Mayor and Councilmembers

FROM: City Administrator's Office

SUBJECT: Employee Compensation And Benefits

RECOMMENDATION:

That Council receive a staff presentation concerning City of Santa Barbara employee salaries and benefits.

DISCUSSION:

The purpose of this presentation is to provide Mayor and Council and the public with a comprehensive overview of employment compensation, benefits, including pensions, for all City employees. Presentation topics will include:

- I. Compensation Policies
 - a. City Charter Section 1211
 - b. Municipal Code Title 3
 - c. Labor Negotiations
- II. How Salary Ranges Are Determined
 - a. Compensation Principles
 - b. Internal Equity, External Equity, and Salary Surveys
 - c. Labor Negotiations
 - d. Council Approval
- III. Salary Placement And Merit-Based Systems
 - a. Civil Service Rules
 - b. Initial Qualification
 - c. Placement within Salary Range
 - d. Performance Merit Increases
 - e. Limits on the Merit System
- IV. Employee Benefits
 - a. General Principles
 - b. Medical, Dental & Vision
 - c. Life & Disability
 - d. Time Off
 - e. Non-pension Retirement Benefits
 - f. Other Benefits

- V. CalPERS Pension Program
 - a. Defined Contribution vs. Defined Benefit Plans
 - b. CalPERS Pension System & City Plans
 - c. How CalPERS Pensions are Funded
 - d. Why Rates Have Increased
 - e. Outlook for the Future

The following referenced materials, among others, will be available for review in the City Clerk's Office and/or online:

- Salary & Benefit Information Available to the Public Online
 - Employee Salaries and Benefits by Classification*
 - Compensation Matrix – Summary of Memoranda of Understanding & Management Performance and Compensation Plan*
 - Job Description (Sample)*
- City Charter Section 1211 – Salaries**
- Title 3 of Santa Barbara Municipal Code – Personnel***
- Negotiated Across-the-Board Salary Increases 1990-Present
- Sample Labor Market Survey Result
- List of Comparison Agencies & Benchmark Positions
- Annual Position & Salary Control Resolution (Excerpts)*
- Introduction to the MMBA (Meyers-Milias-Brown Act)
- Employee Performance Evaluations
- City Charter Section X (Civil Service System)**
- Example Benefits Packages (Police, Fire, General)
- CalPERS Retirement Benefit Summaries for Miscellaneous ([2.7% @ 55](#)) and Safety (3% at 50)****
- List of Employee Gross Wages in 2009 (Salaries, Overtime & Special Pay)

* These materials are also available online at:

* <http://www.santabarbaraca.gov/Government/Jobs/>

** http://www.santabarbaraca.gov/Government/City_Hall/Charter/

*** http://www.santabarbaraca.gov/Government/Departments/Admin_Svcs/City_Clerk.htm

**** <http://www.calpers.ca.gov/index.jsp?bc=/member/retirement/service-retire/member-benefit-booklets.xml>

In addition, the Memoranda of Understanding with the City's various unions and the Management Performance and Compensation Plan may be viewed in their entirety at: <http://www.santabarbaraca.gov/Government/Jobs/MOU/>

SUBMITTED BY: Marcelo A. López, Assistant City Administrator

APPROVED BY: City Administrator's Office